

## **State of Kansas**

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### **2004 Workforce Report SPECIAL SECTION: TURNOVER**

**Department of Administration  
Division of Personnel Services**

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## Introduction

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The Division of Personnel Services presents a special section on Turnover, part of the eighth annual State of Kansas Workforce Report that will be released later in the year. This report presents facts and statistics about turnover in the state workforce during fiscal year 2004. It supplies information from a statewide perspective, providing useful fact-based data for human resource planning and decision-making.

The information presented in this report was gathered from SHARP (Statewide Human Resource and Payroll System).

The Division of Personnel Services welcomes your comments and questions regarding this report. Please call Jan Cavalieri at (785) 296-4743 or email at [jan.cavalieri@da.state.ks.us](mailto:jan.cavalieri@da.state.ks.us) if you have comments or questions.

## Turnover Report information:

### Definition of Turnover Rate:

$$\text{Turnover} = \frac{\text{Terminations} * 100\%}{(\text{Begin Count} + \text{End Count}) / 2}$$

Diagram annotations:

- Terminations: Total # Terminations during
- 100%: Multiplied by 100 to change decimal to percent
- (Begin Count + End Count) / 2: Average # of classified employees

**Terminations:** Retirements and voluntary, involuntary and neutral terminations.

**Voluntary Terminations:** Resignations.

**Involuntary Terminations:** Layoffs and Dismissals related to Personal Conduct, Unsatisfactory Work Performance or End of Limited Term Appointment.

**Neutral Terminations:** Death.

### Report Explanation:

- Includes Classified, Regular employees only.
- Employees *leaving state service* through Retirements and Terminations only.
- Retirements and Terminations are *included* even if employee returned to state service at a later date.
- Averages are derived from begin and end count snapshots of the first and last day of the Fiscal Year and may not represent the totality of employment.
- Some positions may experience more than one termination during the report period.
- Categories with low employee numbers may have an artificially inflated turnover rate. Actual counts should be considered when examining turnover rates.

### Classification Changes During FY 2004

#### Classes Abolished in FY 2004

Active Treatment Program Director	Conservation Officer II
Activity Specialist I	Conservation Park Ranger
Activity Specialist II	Conservation Program Specialist I
Adult Training Center Manager	Conservation Program Specialist II
Alcohol/Drug Abuse Program Consultant	Correctional Facilities Specialist I
Applications Programmer/Analyst I Trainee	Costume Technician
Archivist I	Dental Hygienist
Archivist II	Dental Inspector
Archivist III	Dietetic Technician
Assistant Coordinator of Emergency Prep	Dietitian III
Assistant Director – KBI	Director Chaplaincy Service
Associate Director - KBI	Disability Determination Program Director
Blind Industries Product Technician	Disability Determination Program Manager
Business Enterprise Field Supervisor	Disability Examiner I
Capacity Planning Specialist	Disability Examiner II
Child Support Enforcement Specialist I	Disability Examiner III
Child Support Enforcement Specialist II	Disability Examiner IV
Child Support Enforcement Specialist Superv	Economic and Employment Specialist I
Clinical Pastoral Trainee	Economic and Employment Specialist II
Conservation Officer I	Economic and Employment Supervisor

## **Classification Changes During FY 2004, cont.,**

### **Classes Abolished in FY 2004 cont.,**

Fish Hatchery Assistant	Public Health Physicist
Fisheries Biologist Specialist I	Radiologic Technologist III
Fisheries Biologist Specialist II	Radiological Officer
Foster Grandparent Project Director	Radiological Program Coordinator
Grain Warehouse Administrator	Registered Nurse I
Historian	Rehabilitation Counselor I
Historic Preservation Specialist III	Rehabilitation Counselor II
Historic Sites Administrator	Rehabilitation Manager I
Information Center Manager	Rehabilitation Manager II
Laboratory Certification Program Manager	Rehabilitation Specialist I
Land Engineering Surveyor Coordinator	Rehabilitation Specialist II
Language Translator Clerk	Respiratory Therapist
Liquor Control Investigator	Revenue Field Agent I
Long Term Care Case Manager	Revenue Field Agent II
Long Term Care Staff Manager	Revenue Field Agent III
Long Term Care Supervisor	Safety and Health Inspector
Medical Record Administrator	Social Work Director
Medical Record Technician	Social Worker Trainee
Medical Record Technician in Training	Speech Pathologist/Audiologist III
Museum Conservation Technician	State Demographer
Network Transmission Manager	State Seed Laboratory Supervisor
Network Transmission Specialist	System Analyst II
Nutritionist I	Systems Analyst I
Occupational Therapist I	Travel Attendant
Occupational Therapy Assistant	Warden I
Orthotic/Prosthetic Technician II	Warden II
Paleontologist	Wildlife and Parks Manager
Physical Therapist I	Wildlife Biologist Specialist I
Physical Therapy Aide	Wildlife Biologist Specialist II
Program Support Worker	Wildlife/Parks Law Enforcement Sup
Psychology Trainee	Workers' Compensation Claims Advisor I
Psychometric Technician	Workers' Compensation Claims Advisor II

### **New Job Classes in FY 2004**

Human Service Assistant  
Human Service Consultant  
Human Service Counselor  
Human Service Specialist  
Human Service Supervisor  
Land Surveyor II  
Land Surveyor I  
Natural Resource Officer I  
Natural Resource Officer II  
Natural Resource Officer III  
Natural Resource Officer IV

## **Classification Changes During FY 2004, cont.,**

### **Classes with Title Changes in FY 2004**

#### **Old Title**

Funeral Home Inspector  
Mental Health Trainee  
Mental Retardation Technician I  
Mental Retardation Technician II  
Mental Retardation Specialist  
Mental Retardation Trainee  
Mental Retardation Unit Director  
Nutritionist II  
Nutritionist III  
Occupational Therapist II  
Orthotic/Prosthetic Technician II  
Physical Therapy II  
Qualified Mental Retardation Professional  
Registered Nurse II  
Registered Nurse III  
Registered Nurse IV  
Registered Nurse V  
Safety and Health Inspector II

#### **New Title**

Funeral Home Crematory Inspector  
Mental Health Aide Trainee  
Developmental Disability Technician I  
Developmental Disability Technician II  
Developmental Disability Specialist  
Developmental Disability Technician Trainee  
Developmental Disability Unit Director  
Nutritionist  
Nutritionist Senior  
Occupational Therapist  
Assistive Technology Specialist  
Physical Therapist  
Qualified Developmental Disability Specialist  
Registered Nurse  
Registered Nurse Senior  
Registered Nurse Specialist  
Register Nurse Administrator  
Safety and Health Specialist

**Separation of Classified Employees by Agency  
Fiscal Year 2004**

Agency Name	Avg Num of Emp	Terminations				Total Separations
		Retirements	Involuntary	Neutral	Voluntary	
Accountancy, Board of	2	0	0	0	0	0
Adjutant General	47	2	0	0	5	7
Administration, Department of	636	23	2	4	38	67
Aging, Department on	164	5	0	1	19	25
Agriculture, Department of	260.5	6	2	1	11	20
Animal Health Department	26	0	0	0	4	4
Atchison Juvenile Correctional Fac	92.5	4	7	0	21	32
Attorney General	1	0	0	0	0	0
Banking Department	74	0	1	0	3	4
Barbering, Board of	1	0	0	0	0	0
Behavioral Sciences Reg Board	4.5	1	0	0	2	3
Beloit Juvenile Correct.Facility	83.5	0	2	0	3	5
Blind, School for the	27	0	0	0	2	2
Citizens Utility Ratepayer Board	2	0	0	0	0	0
Commerce, Department of	210.5	1	0	0	10	11
Conservation Commission	5.5	0	0	0	1	1
Corporation Commission	130	3	0	0	4	7
Corrections, Department of	275.5	5	4	0	16	25
Cosmetology, Board of	10	1	0	0	0	1
Credit Unions, Department of	12	0	0	0	0	0
Deaf, School for the	47.5	0	2	1	4	7
Dental Board	1.5	0	0	0	0	0
Education, Department of	168.5	3	0	1	12	16
El Dorado Correctional Facility	448	4	17	2	95	118
Ellsworth Correctional Facility	219	1	11	0	32	44
Emergency Medical Services	11.5	0	0	0	1	1
Emporia State University	309	3	2	0	17	22
Fair, Kansas State	21.5	1	0	0	1	2
Fire Marshal	43	2	1	0	0	3
Fort Hays State University	299.5	4	2	0	12	18
Healing Arts, Board of	22	1	0	0	2	3
Health and Environment, Dept of	786.5	10	5	2	54	71
Health Care Stab Fund Bd of Gov	8	0	0	0	0	0
Highway Patrol	785.5	17	8	1	36	62
Historical Society, State	109	1	0	1	6	8
Human Rights Commission, Kansas	27.5	1	0	0	7	8
Hutchinson Correctional Facility	506.5	11	11	1	53	76
Indigents Defense Services, Bd	62	1	1	0	9	11
Insurance Department	31.5	0	0	1	5	6
Investigation, Kansas Bureau of	147	5	0	0	4	9
Juvenile Justice Authority	25.5	0	0	0	8	8
Juvenile Correction Complex	2.5	0	0	0	0	0
Kansas Arts Commission	7	0	0	0	1	1
Kansas Housing Resources Corp	36	0	0	0	2	2
Kansas Public Emp Ret Sys	66.5	3	0	0	2	5

**Separation of Classified Employees by Agency  
Fiscal Year 2004**

Agency Name	Avg Num of Emp	Terminations				Total Separations
		Retirements	Involuntary	Neutral	Voluntary	
Kansas State University	1665	30	6	2	115	153
KU Medical Center	478.5	7	7	0	47	61
Labor, Department of	668.5	15	13	1	34	63
Lansing Correctional Facility	653	12	32	1	130	175
Larned Correctional Mental Hlth Fac	177.5	2	6	1	14	23
Larned Juvenile Correctional Fac	132	0	4	0	15	19
Larned State Hospital	698.5	17	12	2	90	121
Library, State	23.5	1	1	0	0	2
Lottery, Kansas	41	0	0	0	2	2
Mortuary Arts, Board of	2	0	0	0	0	0
Neurological Institute, Kansas	552.5	6	16	0	50	72
Norton Correctional Facility	252	3	9	0	20	32
Nursing, Board of	19	1	0	0	0	1
Optometry Board of Examiners	1	0	0	0	0	0
Osawatomie State Hospital	377	7	5	1	57	70
Parsons State Hosp & Trng Cntr	447.5	6	6	4	25	41
Pharmacy, Board of	5.5	0	0	0	0	0
Pittsburg State University	302	10	1	0	10	21
Pooled Money Investment Board	4	0	0	0	0	0
Racing and Gaming Commi, Ks	41	0	0	0	2	2
Rainbow Mental Health Facility	107	1	8	1	15	25
Real Estate Appraisal Board	1	0	0	0	0	0
Real Estate Commission	10.5	0	0	0	1	1
Regents, Board of	18.5	1	1	0	1	3
Revenue, Department of	1012	19	4	3	48	74
Securities Commissioner of Ks	17	0	0	0	0	0
Social & Rehab Services, Dept of	3357	75	12	8	198	293
Tax Appeals, Board of	13.5	0	0	0	1	1
Technical Professions, Board of	3	0	0	0	0	0
Topeka Correctional Facility	222	4	3	1	22	30
Topeka Juvenile Correct.Facility	216.5	3	25	0	53	81
Transportation, Department of	3082.5	56	23	8	171	258
Treasurer, State	11.5	1	0	0	0	1
University of Kansas	1471.5	21	39	4	192	256
Veterans' Affairs, Commission on	336	2	31	0	86	119
Water Office, Kansas	18	0	0	0	1	1
Wichita State University	654	7	7	0	55	69
Wildlife and Parks, Department of	395	7	0	1	8	16
Winfield Correctional Facility	198.5	2	5	0	26	33
<b>Totals</b>	<b>23942.5</b>	<b>435</b>	<b>354</b>	<b>54</b>	<b>1991</b>	<b>2834</b>
<b>Percent of Total</b>		<b>15.35</b>	<b>12.49</b>	<b>1.91</b>	<b>70.25</b>	<b>100.00</b>

**Source:** SHARP (August 2004); Excludes unclassified, temporary and student employees. N/A indicates the agency does not have classified employees.



## Classified Employees Turnover by Agency

Agency Name	Avg Number of Employees	Turnover Rate (%)				
	FY 2004	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
Accountancy, Board of	2.0	100.00	0.00	50.00	0.00	0.00
Adjutant General	47.0	6.19	9.90	0.00	11.65	14.89
Administration, Department of	636.0	12.11	9.23	10.20	14.79	9.49
Aging, Department on	164.0	7.78	9.76	10.17	20.00	15.24
Agriculture, Department of	260.5	13.63	9.47	4.97	8.03	7.68
Animal Health Department	26.0	3.85	7.69	7.41	7.55	15.38
Atchison Juvenile Correctional Facility	92.5	12.56	15.50	15.67	16.51	34.59
Attorney General	1.0	0.00	66.67	0.00	0.00	0.00
Banking Department	74.0	13.74	15.04	7.30	14.09	5.41
Barbering, Board of	1.0	0.00	0.00	0.00	0.00	0.00
Behavioral Sciences Reg Board	4.5	57.14	54.55	0.00	0.00	66.67
Beloit Juvenile Correctional Facility	83.5	14.58	19.10	19.25	21.18	5.99
Blind, School for the	27.0	9.09	9.52	3.39	10.53	7.41
Citizens Utility Ratepayer Bd	2.0	0.00	0.00	0.00	0.00	0.00
Commerce and Housing, Department of	210.5	21.74	18.88	15.25	13.08	5.23
Corporation Commission	130.0	8.66	8.59	7.72	5.34	5.38
Corrections, Department of	275.5	8.45	13.47	8.11	10.73	11.02
Cosmetology, Board of	10.0	10.00	31.58	0.00	20.00	10.00
Credit Unions, Department of	12.0	18.18	9.09	9.09	0.00	0.00
Deaf, School for the	47.5	14.43	23.40	14.29	18.56	14.74
Dental Board	1.5	100.00	0.00	100.00	0.00	0.00
Education, Department of	168.5	8.31	7.72	7.52	12.58	9.50
El Dorado Correctional Facility	448.0	21.27	20.68	24.61	21.22	26.34
Ellsworth Correctional Facility	219.0	11.83	18.38	12.87	17.57	20.09
Emergency Medical Services	11.5	9.09	19.05	8.70	17.39	8.70
Emporia State University	309.0	12.44	10.08	8.14	8.67	7.12
Fair, Kansas State	21.5	22.86	10.00	20.00	30.00	9.30
Fire Marshal, State	43.0	10.39	7.32	2.33	4.60	6.98
Fort Hays State University	299.5	10.20	8.43	8.70	6.98	6.01
Governmental Ethics Commission	N/A	N/A	N/A	N/A	N/A	N/A
Governor, Office of the	N/A	N/A	N/A	N/A	N/A	N/A
Healing Arts, State Board of	22.0	13.64	14.29	0.00	18.18	13.64
Health & Environment, Department of	786.5	11.92	9.58	10.73	11.68	9.03
Health Care Stabilization Fund Board of Governors	8.0	28.57	0.00	0.00	0.00	0.00
Highway Patrol	785.5	13.67	12.40	11.53	7.36	7.89
Historical Society, State	109.0	15.08	20.08	9.72	13.04	7.34
Housing Resources Corporation	N/A	N/A	N/A	N/A	N/A	N/A
Human Resources, Department of/ Labor, Dept of	668.5	10.18	11.23	8.32	7.37	9.42
Human Rights Commission, Kansas	27.5	10.17	42.11	21.43	0.00	29.09
Hutchinson Correctional Facility	506.5	14.72	15.51	16.02	18.29	15.00
Indigents Defense Services, Board of	62.0	12.70	16.92	17.19	9.60	17.74
Insurance Department	31.5	2.15	4.82	5.48	8.70	19.05
Investigation, Kansas Bureau of	147.0	6.32	9.83	5.93	6.33	6.12
Judicial Council	N/A	N/A	N/A	N/A	N/A	N/A
Judiciary	N/A	N/A	N/A	N/A	N/A	N/A
Juvenile Justice Authority	25.5	4.65	12.50	19.61	15.39	31.37
Kansas Arts Commission	7.0	0.00	0.00	30.77	0.00	14.29
Kansas Housing Resources Corporation	36.0	ND	ND	ND		5.56
Kansas, Inc.	N/A	N/A	N/A	N/A	N/A	N/A
Kansas Public Employees Retirement System	66.5	6.78	6.61	7.52	14.93	7.52
Kansas State University	1,665.0	12.39	12.99	10.41	11.11	9.19
KU Medical Center	478.5	17.87	21.48	16.17	20.97	12.75
Larned Correctional Mental Health Facility	177.5	17.87	19.39	15.34	16.81	12.96
Larned Juvenile Correctional Facility	132.0	19.01	19.33	17.72	11.48	14.39
Larned State Hospital	698.5	13.75	17.17	11.82	16.63	17.32
Legislative Coordinating Council	N/A	N/A	N/A	N/A	N/A	N/A

### Classified Employees Turnover by Agency

Agency Name	Avg Number of Employees		Turnover Rate (%)			
	FY 2003	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
Legislative Division of Post Audit	N/A	N/A	N/A	N/A	N/A	N/A
Legislative Research	N/A	N/A	N/A	N/A	N/A	N/A
Legislature	N/A	N/A	N/A	N/A	N/A	N/A
Library, State	23.5	21.28	4.26	4.17	8.33	8.51
Lieutenant Governor, Office of	N/A	N/A	N/A	N/A	N/A	N/A
Lottery, Kansas	41.0	17.78	2.35	22.50	2.53	4.88
Mortuary Arts, Board of	2.0	0.00	0.00	50.00	0.00	0.00
Neurological Institute, Kansas	552.5	11.59	16.34	17.13	13.73	13.03
Norton Correctional Facility	252.0	10.94	10.18	9.16	7.35	12.70
Nursing, Board of	19.0	27.59	14.29	24.24	21.62	5.26
Ombudsman for Corrections	N/A	0.00	0.00	0.00	200.00	N/A
Optometry Board of Examiners	1.0	0.00	200.00	0.00	0.00	0.00
Osawatomie State Hospital	377.0	24.51	25.80	21.76	20.33	18.47
Parole Board, Kansas	N/A	N/A	N/A	N/A	N/A	N/A
Parsons State Hospital and Training Center	447.5	9.85	10.94	8.98	10.88	9.16
Pharmacy, Board of	5.5	20.00	40.00	75.00	0.00	0.00
Pittsburg State University	302.0	8.99	8.97	8.91	5.32	6.95
Pooled Money Investment Board	4.5	N/R	N/R	N/R	22.22	0.00
Racing and Gaming Commission, Kansas	41.0	12.66	20.25	10.13	7.60	4.88
Rainbow Mental Health Facility	107.0	25.37	26.67	17.62	33.78	23.36
Real Estate Appraisal Board	1.0	66.67	0.00	0.00	0.00	0.00
Real Estate Commission	10.5	10.00	0.00	28.57	0.00	9.52
Regents, Board of	18.5	9.52	0.00	0.00	0.00	16.22
Revenue, Department of	1,012.0	9.17	9.89	7.97	6.92	7.31
Revisor of Statutes	N/A	N/A	N/A	N/A	N/A	N/A
Secretary of State	N/A	N/A	N/A	N/A	N/A	N/A
Securities Commissioner of Kansas	17.0	14.29	15.79	12.12	6.25	0.00
Sentencing Commission, Kansas	N/A	N/A	N/A	N/A	N/A	N/A
Social & Rehabilitation Services, Department of	3,357.0	10.20	9.85	9.10	10.60	8.73
State Conservation Commission	5.5	0.00	16.67	33.33	0.00	18.18
Tax Appeals, Board of	13.5	24.39	0.00	11.11	19.36	7.41
Technical Professions, Board of	3.0	0.00	0.00	0.00	0.00	0.00
Technology Enterprise Corporation	N/A	N/A	N/A	N/A	N/A	N/A
Topeka Correctional Facility	222.0	21.40	34.07	16.47	10.21	13.51
Topeka Juvenile Correctional Facility	216.5	15.74	13.18	24.39	19.62	37.41
Transportation, Kansas Department of	3,082.5	10.18	9.27	9.36	9.16	8.37
Treasurer, State	11.5	23.26	20.00	0.00	0.00	8.70
University of Kansas	1,471.5	21.07	21.34	20.34	16.88	17.40
Veterans' Affairs, Commission on	336.0	23.24	29.16	55.68	41.97	35.42
Veterinary Examiners, Board of	N/A	N/A	N/A	N/A	N/A	N/A
Water Office, Kansas	18.0	0.00	9.52	19.51	5.26	5.56
Wichita State University	654.0	14.62	12.30	11.90	13.56	10.55
Wildlife and Parks, Department of	395.0	5.18	6.18	4.09	6.11	4.05
Winfield Correctional Facility	198.5	16.58	16.00	14.65	13.17	16.61
<b>Statewide</b>		<b>13.01</b>	<b>13.47</b>	<b>12.50</b>	<b>12.69</b>	<b>11.84</b>

**Source:** SHARP (June 2000-2003, August 2004); excludes unclassified, temporary and student employees.

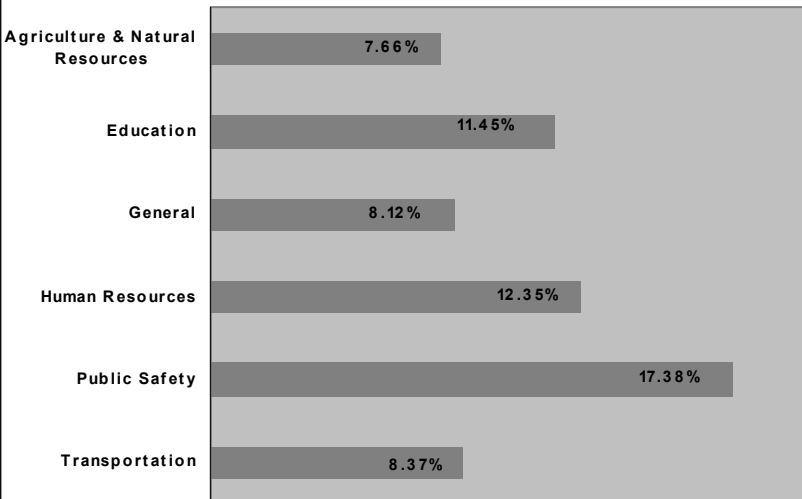
## Agency Turnover FY 2004

### Agencies with less than 10% Turnover

Excludes agencies with less than an average of 100 employees for FY 2004.

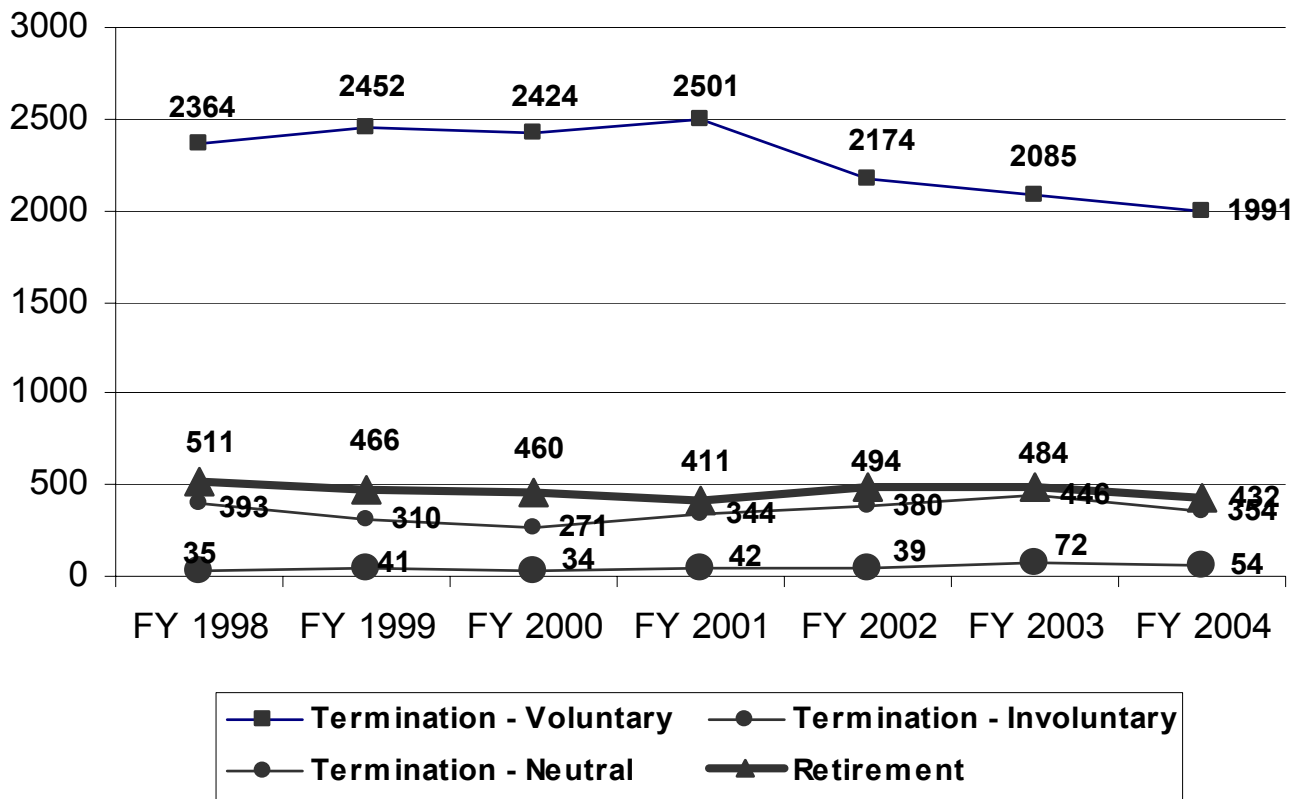
Agency Name	Average Number of Employees	Turnover
Wildlife and Parks, Department of	395	4.05%
Commerce, Department of	210.5	5.23%
Corporation Commission	130	5.38%
Fort Hays State University	299.5	6.01%
Investigation, Kansas Bureau of	147	6.12%
Pittsburg State University	302	6.95%
Emporia State University	309	7.12%
Revenue, Department of	1012	7.31%
Historical Society, State	109	7.34%
Agriculture, Department of	260.5	7.68%
Highway Patrol	785.5	7.89%
Transportation, Department of	3082.5	8.37%
Social & Rehabilitation Services, Dept	3357	8.73%
Health and Environment, Department of	786.5	9.03%
Parsons State Hospital & Training Center	447.5	9.16%
Kansas State University	1665	9.19%
Labor, Department of	668.5	9.42%
Administration, Department of	636	9.49%
Education, Department of	168.5	9.50%

### Turnover by Function of Government



**Source:** SHARP (August 2004 for FY 2004); Excludes unclassified, temporary and student employees.

## Turnover by Reason



**Comments:** The number of involuntary terminations during this time is largely due to the closure of Topeka State Hospital (1997-1998) and Winfield State Hospital (1998), the Grain Inspection Department (1998), and the Wheat Commission (2001) and more widespread layoffs in FY 2002 and 2003.

**Source:** SHARP (June 1998-2004); Excludes unclassified, temporary and student employees.

**Turnover: Job Classes Above the FY 2004 State Average (11.84%)**

Job Class	Avg Num of Employees	Turnover Rate				
	FY 2004	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
Activity Therapy Technician	23	11.94%	21.88%	31.58%	21.74%	13.04%
Accountant III	89	ND	ND	ND	5.46%	12.43%
Administrative Assistant	1165	16.10%	17.38%	15.87%	16.62%	13.56.%
Agricultural Assistant	16	9.52%	100.00%	30.77%	45.16%	51.61%
Agricultural Inspector I	31	29.33%	11.59%	15.63%	12.50%	22.58%
Agricultural Inspector III	16	ND	ND	ND	0.00%	12.90%
Automotive Driver	16	23.26%	27.78%	33.33%	29.41%	25.81%
Building Systems Technician	68	ND	ND	ND	10.29%	11.85%
Carpenter Senior	67	ND	ND	ND	12.00%	14.93%
CASP Police Officer	21	23.26%	13.64%	ND	4.44%	24.69%
Chemist II	18	24.39%	20.51%	17.65%	18.18%	16.36%
Clinical Chaplain	17	ND	ND	ND	6.25%	23.53%
Communications Specialist I	23	51.06%	40.96%	33.18%	28.99%	30.43%
Cook	95	28.72%	23.71%	22.64%	12.81%	23.16%
Cook Senior	33	0.00%	16.22%	0	15.15%	15.38%
Corrections MaNAger III	16	ND	ND	ND	0.00%	12.90%
Corrections Officer I (A)	605	39.93%	45.50%	44.29%	45.57%	51.28%
Corrections Officer II	410	11.45%	15.37%	ND	9.74%	14.15%
Custodial Specialist	20.3	44.19%	29.91%	26.72%	22.75%	20.31%
Custodial Supervisor	85	6.37%	10.65%	13.48%	10.71%	12.34%
Custodial Worker	176	21.70%	22.62%	26.37%	25.67%	22.22%
Developmental Disability Tech I	392	NA	NA	NA	NA	12.50%
Developmental Disability Tech Trainee	28	NA	NA	NA	NA	58.18%
Disability Examiner II	19	ND	ND	ND	5.33%	15.79%
Economic Development Rep II	37	36.00%	19.67%	ND	8.33%	19.18%
Electrician	16	9.30%	41.03%	21.05%	11.11%	12.50%
Electrician Senior	45	ND	ND	ND	7.34%	13.33%
Engineering Associate II	44	12.35%	2.33%	8.25%	17.02%	18.39%
Engineering Technician Associate	43	40.00%	22.22%	30.30%	17.89%	25.88%
Environmental Technician IV	24	ND	ND	ND	0.00%	12.77%
Equipment Operator Trainee	87	3.67%	11.67%	35.15%	34.59%	36.99%
Equipment Planning Technician II	23	ND	ND	ND	0.00%	13.04%
Food Service Worker	84	52.17%	56.98%	46.15%	39.31%	51.19%
Food, Drug AND Lodging Surveyor I	16	18.75%	5.56%	36.84%	22.86%	18.75%
General MainteNance and Repair Technician	100	23.48%	17.95%	25.93%	20.29%	20.10%
Health Care Assistant	124	27.69%	34.41%	84.62%	69.46%	54.25%
Health Facility Surveyor I	65	29.49%	11.51%	22.22%	24.06%	13.85%
Highway MainteNance SuperinteNDent	32	6.25%	15.63%	ND	9.38%	12.70%
Highway Patrol Captain	20	ND	ND	ND	15.00%	15.00%
Human Services Assistant	122	NA	NA	NA	NA	21.40%
Human Services Counselor	49	NA	NA	NA	NA	24.74%
Human Services Specialist	426	NA	NA	NA	NA	13.38%
Juvenile Corrections Officer I	245	22.75%	22.03%	28.86%	23.84%	40.08%
Juvenile Corrections Officer II	49	15.19%	6.82%	12.77%	12.12%	26.80%
Laboratory Technician III	15.5	ND	ND	ND	10.53%	12.90%

**Turnover: Job Classes Above the FY 2004 State Average (11.84%)**

**Turnover Rate**

<b>Job Class</b>	<b>Avg Num of Employees FY 2004</b>	<b>FY 2000</b>	<b>FY 2001</b>	<b>FY 2002</b>	<b>FY 2003</b>	<b>FY 2004</b>
Licensed Practical Nurse	41	21.05%	49.35%	29.73%	36.62%	27.16%
Licensed Practical Nurse Senior	63	4.30%	33.01%	26.79	25.00%	27.20%
Mechanic	24	ND	ND	ND	12.00%	17.02%
Mental Health Aide	215	21.76%	27.17%	13.92	22.17%	21.45%
Mental Health Trainee	40	84.21%	65.88%	78.95	90.67%	50.63%
Mental Health Specialist	61	ND	ND	ND	12.05%	22.95%
Microbiologist II	22	4.26%	15.38%	4.55	18.18%	13.95%
Microcomputer System Support Tech I	15	17.24%	18.60%	ND	13.79	13.33%
Office Assistant	285	18.18%	14.90%	16.01	23.70%	14.41%
Parole Officer I	74	11.76%	20.61%	7.45	14.19%	12.16%
Plant Science Technician I	23	13.70%	14.49%	ND	7.69%	13.04%
Plumber	19	16.67%	25.53%	12.5	14.63%	31.58%
Power Plant Operator Senior	47	13.16%	16.30%	12.31	20.97%	30.11%
Printer Specialist	31	7.06%	7.50%	13.7	5.80%	19.35%
Professional Civil Engineer III	16	ND	ND	ND	6.25%	12.90%
Professional Environmental Eng II	16	11.76%	13.33%	12.9	6.45%	12.90%
Program Specialist II	133	12.66%	16.46%	12.57	11.11%	13.58%
Psychologist II	27	15.15%	8.70%	11.43	34.48%	15.09%
Public Service Administrator 3	56	ND	ND	ND	6.53%	12.61%
Refrigerator and AC Service Tech Senior	39	ND	ND	ND	8.60%	18.18%
Registered Nurse	24	ND	ND	ND	21.74%	21.28%
Registered Nurse Senior	189	ND	ND	ND	ND	22.75%
Revenue Customer Rep	65	ND	ND	ND	10.88%	13.85%
Safety and Security Officer I	96	24.30%	20.44%	23.58	26.18%	16.75%
Social Work Specialist	24	6.06%	19.35%	ND	4.44%	17.02%
Special Investigator I	51	13.11%	29.27%	ND	6.84%	19.80%
Special Investigator II	49	3.52%	20.69%	22.99	4.21%	22.45%
Storekeeper Senior	73	ND	ND	ND	10.32%	17.81%
Utility Worker	35	30.67%	28.57%	35.51	30.38%	26.03%
Veterinary Technician II	18	ND	ND	ND	0.00%	16.67%

ND = no data, NA=not applicable, class did not exist in that year.

**Comments:** Excludes job classes with less than an average of 15 employees and job classes with a turnover rate below the state average (11.84%). The average turnover rate in FY2000 was 13.01%, for FY2001 it was 13.47%, for FY2002 it was 12.50% and for FY2003 it was 12.69%.

**Source:** SHARP (June of FY2000, 2001, 2002, 2003 and 2004);excludes unclassified, temporary and student employees.

## Job Class Turnover FY 2004

### Job Classes with 0% Turnover in FY 2004

Job Class Title	Average Number of Employees
Lab Educational Technician	15
Grounds Maintenance Super II	15.5
Juvenile Corrections Specialist	16
Computer Operator II	17
Property Appraiser II	17
Laundry Worker	17
Developmental Disblty Specialist	17.5
Correctional Industries Mgr	18.5
Custodial Manager	19
Librarian I	19.5
Installation/Service Tech III	22
Sys Software Prog/Analyst IV	22
Veterans Service Rep I	22
Environmental Geologist III	22
Wildlife/Parks Manager	25.5
Conservation Officer I	28.5
Environmental Scientist IV	31.5
Environmental Scientist I	36.5
Econ and Employ Support Spc II	37
Microcom Sys Supp Tech II	40
Attorney II	59
Excludes job classes with less than an average of 15 employees in FY2004.	

### Job Classes with 20% or Greater Turnover in FY 2004

Job Class Title	Average Number of Employees	Turnover
Developmental Disib Tech Trainee	27.5	58.18%
Health Care Assistant	123.5	54.25%
Agricultural Assistant	15.5	51.61%
Corrections Officer I (A)	604.5	51.28%
Food Service Worker	84	51.19%
Mental Health Aide Trainee	39.5	50.63%
Juvenile Corrections Officer I	244.5	40.08%
Equipment Operator Trainee	86.5	36.99%
Plumber	19	31.58%
Communications Specialist I	23	30.43%
Power Plant Operator Senior	46.5	30.11%
Licensed Practical Nurse Sr	62.5	27.20%
Licensed Practical Nurse	40.5	27.16%
Juvenile Corrections Officer II	48.5	26.80%
Utility Worker	34.5	26.09%
Engineering Technician Assoc	42.5	25.88%
Automotive Driver	15.5	25.81%
Human Services Counselor	48.5	24.74%
CASP Police Officer	20.5	24.39%
Clinical Chaplain	17	23.53%
Cook	95	23.16%
Mental Health Specialist	61	22.95%
Registered Nurse Senior	189	22.75%
Agricultural Inspector I	31	22.58%
Special Investigator II	49	22.45%
Custodial Worker	175.5	22.22%
Mental Health Aide	214.5	21.45%
Human Services Assistant	121.5	21.40%
Registered Nurse	23.5	21.28%
Custodial Specialist	517	20.31%
Gen Maint And Repair Tech	99.5	20.10%
Excludes job classes with less than an average of 15 employees in FY2004.		

### Turnover by Recruitment Category

